Metrics Overview

- The metrics we are reporting align to the commitments stated in the Joint Forward Plan. ◇ Indicates a metric from within the Joint Forward Plan.

- The following metrics have not yet been incorporated and will be included in future versions of the report:

  - *Reduce waiting time for assessments for children and young people in key services (this will include CAMHS, eating disorders, and neurodiversity)*
  - *Maintain 70% of urgent community response cases responded to in 2 hours*
  - *Increase the percentage of people dying in their preferred place of death*
  - *Increase the percentage of cancer cases diagnosed at stages 1 or 2 (to be picked up in Public Health outcomes report)*
  - *Increase the uptake rates for cervical, breast and bowel screening (to be picked up in Public Health outcomes report)*
  - *Increase the percentage of hypertension patients who are treated to target as per NICE guidance (to be picked up in Public Health outcomes report)*
  - *Increase the proportion of people aged 25-84 with a CVD risk score greater than 20% on lipid lowering therapies (to be picked up in Public Health outcomes report)*
  - *Diabetes and respiratory (additional measures to be confirmed)*
  - *Ensure that at least 75% of people on the GP learning disability register over the age of 14 have had an annual health check and health plan in 23/24*
  - *Reduce reliance on inpatient care for patients with a learning disability and/or autism per million head of the population to meet an overall target of less than 30/million (total population)*
  - *Improve waiting times for autism and ADHD diagnosis*
  - *Maintain the access rates of children and young people accessing mental health services*
  - *Increase the percentage of the estimated eligible population receiving a formal dementia diagnosis to 66.7% by March 2024*
  - *Reduce the proportion of adults in mental health inpatient settings with a length of stay over 60 days and 90 days*
  - *Eliminate waits for treatment over 65 weeks for elective care by March 2024*
  - *Maintain theatre utilisation at or above 85% for elective theatres throughout 23/24*
  - *Increase virtual ward beds to 223 and increase utilisation to 80% by December 2023*

Metrics Overview (cont.)

The following metrics have not yet been incorporated and will be included in future versions of the report (continued):

- *Reduce the number of inpatients with no-criteria to reside to 160 or less by November 2023*
- *Reduce the percentage of inpatients with a stay of 21 days or longer by 15% or less by November 2023*
- *Increase the percentage of regular GP practice appointments in 14 days*
- *Increase units of dental activity delivered as a proportion of all units of dental activity contracted*
- *Maintain number of GP appointments*
- *Antimicrobial resistance – Reduce total prescribing of antibiotics in primary care*
- *Reduce proportion of broad-spectrum antibiotic prescribing in primary care*
- *Increase referrals to Community Pharmacy Consultation service in line with operational plan*
- *Increase GP referrals to the NHS digital weight management service*

Workforce Metrics

- *Reduce expenditure on third party staffing agencies as determined by partner organisations*
- *Maximise our use of the apprenticeship levy as determined by partner organisations*
- *Increase direct patient care staff in GP practices and PCNs per 10,000 weighted population*

Urgent & Emergency Care - Attendances

NHS Gloucestershire

Indicator	Metric	Good is	National Target	Latest Performance	Trend	Latest Reporting Period	Latest Benchmarking			Quartile Q1 = High Q4 = Low	Reporting Period	Dashboard Link
								better than	worse than			
	A&E 4 Hour Target - % seen, treated and discharged/admitted within 4 hours of arrival to A&E (Type 1)	High	95.0%	56.69 Gloucester ICS		August 2023	56.69 Gloucester ICS	57.06 Other South West ICS	59.02 All ICS		August 2023	i
	A&E 4 Hour Target - % seen, treated and discharged/admitted within 4 hours of arrival to A&E (Type 3)	High	95.0%	99.85 GHFT		July 2023	99.85 GHFT		96.03 All ICS		July 2023	i
S019a	Ambulance Handovers - Total resource time lost	Low		12702 GHFT		August 2023						i
	ED Assessment - % patients assessed within 15 minutes of arrival at A&E	High		47.78 Gloucester ICS		July 2023						i
S103a	12 Hour ED Waits - Proportion of patients spending more than 12 hours in an emergency department	Low	8.0%	30.82 GHFT		July 2023						i
	Overnight General & Acute Beds Available and Occupied											i
	111 Call Abandonment	Low	3	16.90 Value		July 2023						i
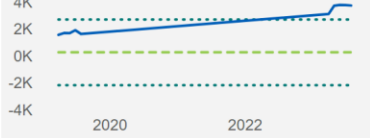
Type 1 and Type 3 ED activity are combined to give the system ED performance (this metric is the 80.4% target quoted in the JFP).
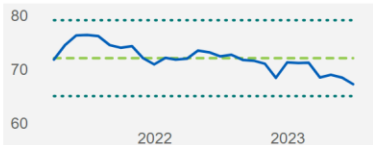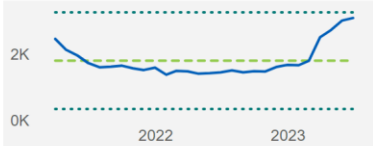
Improving Services & Delivering Outcomes

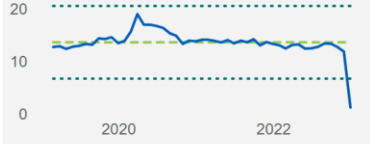| Indicator	Metric	Good is	National Target	Latest Performance	Trend	Latest Reporting Period	Latest Benchmarking			Quartile Q1 = High Q4 = Low	Reporting Period	Dashboard Link
								better than	worse than			
S020a	Average Ambulance Response Times (Category 1)	Low	7 minutes	00:09:29 Gloucester ICS		August 2023	00:09:49 Gloucester ICS	00:09:18 SWASFT	00:08:21 England		July 2023	i
S020b	Average Ambulance Response Times (Category 2)	Low	18 minutes	00:29:48 Gloucester ICS		August 2023	00:33:14 Gloucester ICS	00:35:42 SWASFT	00:31:50 England		July 2023	i
S020c	Average Ambulance Response Times (Category 3)	Low	120 minutes	01:10:56 Gloucester ICS		August 2023	01:25:56 Gloucester ICS	01:30:09 SWASFT	01:50:09 England		July 2023	i
S020d	Average Ambulance Response Times (Category 4)	Low	180 minutes	01:18:13 Gloucester ICS		August 2023	01:49:24 Gloucester ICS	01:34:14 SWASFT	02:21:19 England		July 2023	i
	Ambulance Conveyance Rates (% incidents conveyed)	Low		46.70 Gloucester ICS		August 2023	47.01 Gloucester ICS	52.85 Other South West ICS	57.54 England		July 2023	i

The expectation for 23/24 is to improve to 30 minutes Category 2 response time

Planned Care & Elective Recovery

NHS Gloucestershire

Indicator	Metric	Good is	National Target	Latest Performance	Trend	Latest Reporting Period	Latest Benchmarking		Quartile Q1 = High Q4 = Low	Reporting Period	Dashboard Link
							better than	worse than			
S007a	Elective activity - ERF (% weighted cost activity vs 19/20 baseline)	High	105%	105%		July 2023					i
	Outpatient follow up ratio	Low		0.63 GHFT		July 2023					i
	Virtual Outpatient Appointments - % of outpatient activity which is virtual/telephone	High	25.0	18.39 GHFT		July 2023					i
E.M.34	PIFU - % of all outpatient appointments moved or discharged to PIFU	High	5.0	1.16 Gloucester ICS		January 2023					i
S016a	A&G - Number of patients recieving Advice and Guidance	High		339 GHFT		August 2023					i

The national target for ERF is currently 105% of 2019 cost weighted activity (taking into account baseline changes) – this has been reduced from 109% due to industrial action.

Planned Care & Elective Recovery - RTT

NHS Gloucestershire

Indicator	Metric	Good is	National Target	Latest Performance	Trend	Latest Reporting Period	Latest Benchmarking			Quartile Q1 = High Q4 = Low	Reporting Period	Dashboard Link
							better than	worse than				
	RTT (18 week) - % waiting list waiting under 18 weeks	High	92.0%	67.18 Gloucester ICS		July 2023	67.18 Gloucester ICS				July 2023	ⓘ
S009a	RTT (52 week waits) - Number of patients on RTT list >52 weeks	Low	0	3096 GHFT		July 2023	3096 GHFT				July 2023	ⓘ
S009b	RTT (78 week waits) - Number of patients on RTT list >78 weeks	Low	0.0	16 GHFT		July 2023	16 GHFT				July 2023	ⓘ
S009c	RTT (104 week waits) - Number of patients on RTT list >104 weeks	Low	0.0	0 Gloucester ICS		July 2023	0 Gloucester ICS				July 2023	ⓘ
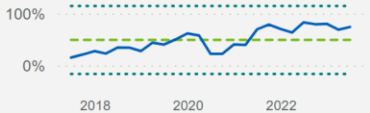
Cancer

NHS Gloucestershire

Improving Services & Delivering Outcomes

Indicator	Metric	Good is	National Target	Latest Performance	Trend	Latest Reporting Period	Latest Benchmarking		Quartile Q1 = High Q4 = Low	Reporting Period	Dashboard Link
							better than	worse than			
	2 Week Wait - % patients seen or STT within 2 weeks of referral	High	93.0%	96.81 Gloucester ICS		July 2023	58.17 Other South West ICS	80.52 All ICS		June 2023	i
S012a	28 day Faster Diagnosis - % patients recieving diagnosis or all clear within 28 days of referral	High	75.0%	78.77 GHFT		July 2023	71.42 Other South West ICS	73.49 All ICS		June 2023	i
S010a	31 day Treatment - activity	High		377 GHFT		July 2023	505.67 Other South West ICS	561.00 All ICS		June 2023	i
	31 day Treatment - % patients recieving treatment within 31 days of DTT	High	96.0%	93.10 Gloucester ICS		July 2023	92.47 Other South West ICS	91.35 All ICS		June 2023	i
S011a	62 day Treatment - patient waiting list number beyond 62 days	Low	180	178 GHFT		July 2023					i
	62 day Treatment - % patients recieving treatment within 62 days of referral	High	85.0%	66.27 GHFT		July 2023	62.20 Other South West ICS	59.24 All ICS		June 2023	i

Improving Services & Delivering Outcomes

Indicator	Metric	Good is	National Target	Latest Performance	Trend	Latest Reporting Period	Latest Benchmarking		Quartile Q1 = High Q4 = Low	Reporting Period	Dashboard Link
							better than	worse than			
S013	Activity - % activity vs 19/20 baseline	High		19.02 Gloucester ICS		July 2023					i
	Waiting Times - % patients waiting more than 6 weeks for diagnostic test	Low	1%	15.53		July 2023					i
S013a	Diagnostic Activity Levels - imaging	High		5447 GHFT		July 2023					i
S013b	Diagnostic Activity Levels - physiological measurement	High		1208 Gloucester ICS		July 2023					i
S013c	Diagnostic Activity Levels - endoscopy	High		1751 GHFT		July 2023					i

The expectation for 23/24 is that performance against 6 week waits will improve to 15%

Mental Health - Adults

NHS Gloucestershire

Indicator	Metric	Good is	National Target	Latest Performance	Trend	Latest Reporting Period	Latest Benchmarking better than / worse than		Quartile Q1 = High Q4 = Low	Reporting Period	Dashboard Link
S081a	IAPT Access - Number of patients accessing IAPT in year	High	14,573	14,307 Value		July 2023	14K Value			July 2023	ⓘ
S082a	IAPT Recovery - % patients entering recovery following IAPT	High	50	52.90 Value		July 2023	52.90 Value			July 2023	ⓘ
E.H.13	SMI Physical Health Checks - % SMI register receiving/declining full health check	High	60	58 Value		Q1 23/24	58 Value				ⓘ
E.H.30	Inpatient Follow Up - % patients receiving follow up within 72 hours of discharge	High	80	85.00 Gloucester ICS		May 2023	85.00 Gloucester ICS	76.08 All ICS		May 2023	ⓘ
S086a	Out of Area Placement Bed Days - inappropriate OAP bed days for adults that are either 'internal' or 'external' to the sending provider	Low	800	639 Value		August 2023	639 Value			August 2023	ⓘ
	Access to Core Community Mental Health Services - rate per 1,000 of patients accessing service	High	1	9.29 GHFT		May 2023	9.29 GHFT	61.27 All ICS		June 2023	ⓘ

Maternity

NHS Gloucestershire

Indicator	Metric	Good is	National Target	Latest Performance	Trend	Latest Reporting Period	Latest Benchmarking — better than / worse than		Quartile Q1 = High Q4 = Low	Reporting Period	Dashboard Link
E.H.15	Perinatal Access - % pregnant women accessing perinatal mental health service	High		3.08 Gloucester ICS		May 2023	3.08 Gloucester ICS	0.00 Other South West ICS	9.21 All ICS	May 2023	ⓘ
S021a	Continuity of Care Pathway - % of women on CoC pathway	High	51	0.18 GHFT		July 2023					ⓘ
	Smoking in Pregnancy - % SATOD	Low	8	9.07 GHFT		July 2023					ⓘ
S116b	Smoking Cessation Services - proportion of acute/maternity inpatient settings offering smoking cessation services	High									ⓘ
S022a	Stillbirth rate	Low		0.00 GHFT		July 2023					ⓘ
S032a	Neonatal mortality rate	Low		0.00 GHFT		July 2023					ⓘ
	Brain Injury Rate	Low		0.00 GHFT		July 2023					ⓘ

Continuing Healthcare

NHS Gloucestershire

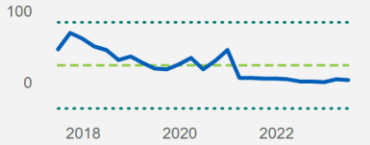| Indicator	Metric	Good is	National Target	Latest Performance	Trend	Latest Reporting Period	Latest Benchmarking		Quartile Q1 = High Q4 = Low	Reporting Period	Dashboard Link
							better than	worse than			
	Referral Completion - % referrals completed within 28 days of referral	High	80.0%	74.24% Gloucester ICS		June 2023	74.24% Gloucester ICS	73.94% England		June 2023	i
	Place of Assessment - % assessments in hospital	Low		0.00% Gloucester ICS		June 2023	0.00% Gloucester ICS	0.20% England		June 2023	i
	Long waits - number of cases waiting > 12 weeks	Low		3 Gloucester ICS		June 2023	3 Gloucester ICS	590 England		June 2023	i
	Conversion Rate - % referrals converted to CHC	Low		4.55% Gloucester ICS		June 2023	4.55% Gloucester ICS	17.50% England		June 2023	i

Gloucestershire ICS Workforce Performance Dashboard

One Gloucestershire — Transforming Care, Transforming Communities

Leavers Rate (%)	Leavers Rate (%) [with <1ys LOS]	Sickness Rate (%)	Net Change (%) [Leaving/Joining]	Vacancy Rate (%)	Bank Usage (FTE)	Agency Usage (FTE)
13.8	**20.8** ✓	**4.1**	**3.6** ✓	**13.6**	**1,019.7** ✓	**498.6** ✓
Last value (diff): 13.0 (-0.76)	Last value (diff): 22.4 (+1.57)	Last value (diff): 3.9 (-0.27)	Last value (diff): 6.7 (+3.14)	Last value (diff): 13.5 (-0.15)	Last value (diff): 975.6 (+44.13)	Last value (diff): 508.7 (+10.11)
July 2023	July 2023	July 2023	July 2023	July 2023	July 2023	July 2023

ICS PROVIDERS

Filters

- ☑ Select all
- ☑ NHS Providers
  - ☑ GHC
  - ☑ GHFT
- ☑ Social Care
  - ☑ Adults
  - ☑ Children

Disclaimer

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- The rates are calculated using a 12-month rolling average
- The temporary staffing data is based on monthly usage

Average Leavers Rate (%) (From Apr 2022)

14.06 | 14.8 | 14.8 | 13.8
14.0 | 13.6 | 13.0

Apr 2022 · Jul 2022 · Oct 2022 · Jan 2023 · Apr 2023 · Jul 2023

Average Leavers Rate (%) with <1 yr LOS (From Apr 2022)

17.26 | 22.4 | 20.8
13.6 | 12.8 | 15.4 | 20.3

Apr 2022 · Jul 2022 · Oct 2022 · Jan 2023 · Apr 2023 · Jul 2023

Average Sickness Rate (%) (From Apr 2022)

4.8 | 4.9 | 4.9 | 4.1
4.31 | 4.3 | 3.7

Apr 2022 · Jul 2022 · Oct 2022 · Jan 2023 · Apr 2023 · Jul 2023

Average Vacancy Rate (%) (From Apr 2022)

17.6 | 14.9 | 13.6
14.86 | 15.1 | 14.9 | 13.3

Apr 2022 · Jul 2022 · Oct 2022 · Jan 2023 · Apr 2023 · Jul 2023

Sum of Bank Usage (FTE) (From Apr 2022)

973.49 | 1058.5 | 1118.9 | 1019.7
857.2 | 975.6
527.4

Apr 2022 · Jul 2022 · Oct 2022 · Jan 2023 · Apr 2023 · Jul 2023

Sum of Agency Usage (FTE) (From Apr 2022)

482.38 | 497.4 | 519.5 | 508.7 | 498.6
470.0
377.5

Apr 2022 · Jul 2022 · Oct 2022 · Jan 2023 · Apr 2023 · Jul 2023

Average Net Change Rate (%) (From Apr 2022)

1.51 | -1.6 | -0.8 | -0.6 | -0.6 | 0.9 | 1.0 | 1.1 | 2.8 | 3.1 | 4.7 | 6.3 | 6.7 | 3.6
-4.3 | -4.3

May 2022 · Jul 2022 · Sep 2022 · Nov 2022 · Jan 2023 · Mar 2023 · May 2023 · Jul 2023

Our People (Workforce)

Gloucestershire ICS Equality, Diversity and Inclusion (EDI) measures

One Gloucestershire
Transforming Care, Transforming Communities

ICS PROVIDERS

Filters

- ☑ Select all
- ☑ NHS Providers
  - ☑ GHC
  - ☑ GHFT
- ☑ Social Care
  - ☑ Adults
  - ☑ Children

Disclaimer

The percentage values for women, BME staff, and staff with disabilities in leadership roles are accurate representations of their actual presence. It is important to note that the average percentage for BME staff may include women and staff with disabilities who fall under that category. The same principle applies to women and disability categories as well. The other category is included for visual clarity purposes only.

Proportion of staff in leadership roles (>= Band 8C)

Latest data point

(Annual measures)

March 2023

Average of From BME background 11.67%

Average of Others 19.98%

Average of With Disability 3.59%

Average of Women 64.77%
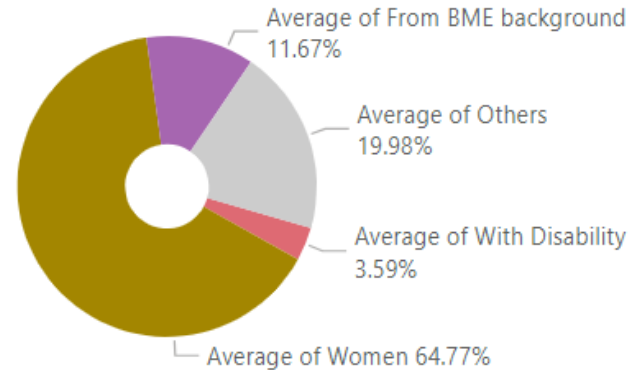
Likelihood of BME & White candidates appointed from shortlisting

Data shown is from NHS providers only

0.36 : 0.42

0.36

0.42
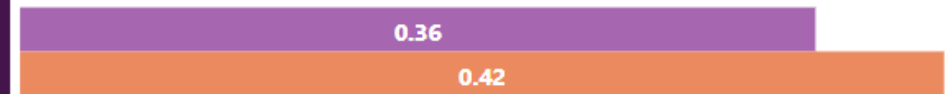
White candidates have 1.22 times greater chance than BME candidates

BME Candidates ⬤   White candidates ⬤

Latest data point

(Annual measures)

March 2023

Likelihood of candidates with and without disability appointed from shortlisting

Data shown is from NHS providers only

0.36 : 0.20

0.36

0.20
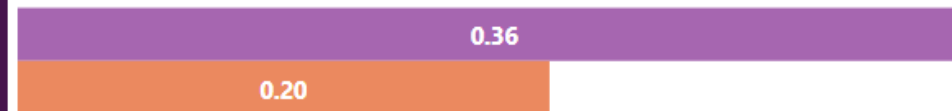
Candidates without disability have 0.82 times less chance than candidates with disability

Candidates with Disability ⬤   Candidates without Disability ⬤

Latest data point

(Annual measures)

March 2023

Our People (Workforce)

NHS providers data (GHC & GHFT)

Social Work data (Adults & Children)

NHS providers data (GHC & GHFT)

Gloucestershire ICS Workforce Performance Dashboard

One Gloucestershire — Transforming Care, Transforming Communities

Leavers Rate (%)	Leavers Rate (%) [with <1ys LOS]	Sickness Rate (%)	Net Change (%) [Leaving/Joining]	Vacancy Rate (%)	Bank Usage (FTE)	Agency Usage (FTE)
13.8 !	26.7 !	4.5 !	5.5 ✓	8.2 ✓	842.5 !	313.3 ✓
Last value (diff): 13.6 (-0.18) July 2023	Last value (diff): 25.9 (-0.77) July 2023	Last value (diff): 4.4 (-0.11) July 2023	Last value (diff): 6.1 (+0.68) July 2023	Last value (diff): 8.3 (+0.09) July 2023	Last value (diff): 844.4 (-1.84) July 2023	Last value (diff): 331.7 (+18.44) July 2023

ICS PROVIDERS — Filters
- Select all
- NHS Providers
  - ☑ GHC
  - ☑ GHFT
- Social Care
  - ☐ Adults
  - ☐ Children

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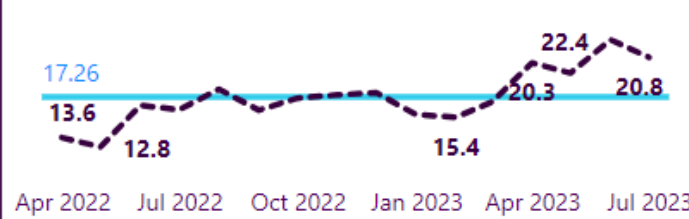- The temporary staffing data is based on monthly usage

Average Leavers Rate (%) (From Apr 2022): 14.38, 14.0, 14.9, 14.1, 14.6, 13.6, 13.8

Average Leavers Rate (%) with <1 yr LOS (From Apr 2022): 19.57, 12.7, 11.0, 18.4, 18.2, 20.0, 26.7

Average Sickness Rate (%) (From Apr 2022): 5.8, 4.84, 4.7, 4.3, 5.9, 4.1, 4.5

Average Vacancy Rate (%) (From Apr 2022): 9.79, 9.8, 11.7, 10.5, 10.5, 8.2, 8.2

Sum of Bank Usage (FTE) (From Apr 2022): 796.30, 355.1, 895.7, 696.4, 813.1, 961.7, 842.5

Sum of Agency Usage (FTE) (From Apr 2022): 297.05, 194.2, 314.1, 325.8, 282.2, 331.7, 313.3

Average Net Change Rate (%) (From Apr 2022): 1.32, -5.7, -5.8, -0.3, 0.0, 0.4, 0.4, 0.6, 0.7, 1.1, 1.0, 4.9, 5.0, 5.3, 6.1, 5.5

Proportion of staff in leadership roles (>= Band 8C)

ICS PROVIDERS — Filters
- Select all
- NHS Providers
  - ☑ GHC
  - ☑ GHFT
- Social Care
  - ☐ Adults
  - ☐ Children

Latest data point (Annual measures) — March 2023
- Average of From B... 15.73%
- Average of Others 21.15%
- Average of With Disability 3.76%
- Average of Women 59.36%

Social Work data (Adults & Children)

Gloucestershire ICS Workforce Performance Dashboard

One Gloucestershire — Transforming Care, Transforming Communities

Leavers Rate (%)	Leavers Rate (%) [with <1ys LOS]	Sickness Rate (%)	Net Change (%) [Leaving/Joining]	Vacancy Rate (%)	Bank Usage (FTE)	Agency Usage (FTE)
13.7 !	15.0 ✓	3.8 !	1.7 ✓	19.1 !	177.2 ✓	185.3 !
Last value (diff): 12.4 (-1.34) July 2023	Last value (diff): 18.9 (+3.90) July 2023	Last value (diff): 3.4 (-0.43) July 2023	Last value (diff): 7.3 (+5.59) July 2023	Last value (diff): 18.7 (-0.40) July 2023	Last value (diff): 131.2 (+45.97) July 2023	Last value (diff): 177.0 (-8.33) July 2023

ICS PROVIDERS — Filters
- Select all
- NHS Providers
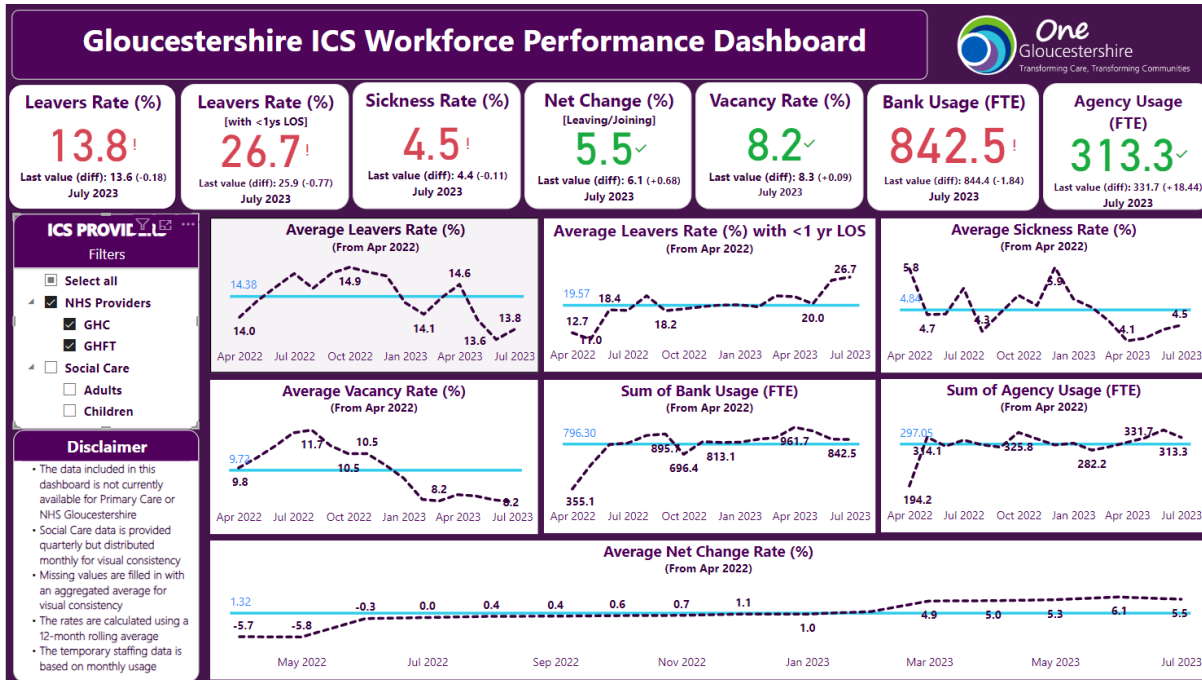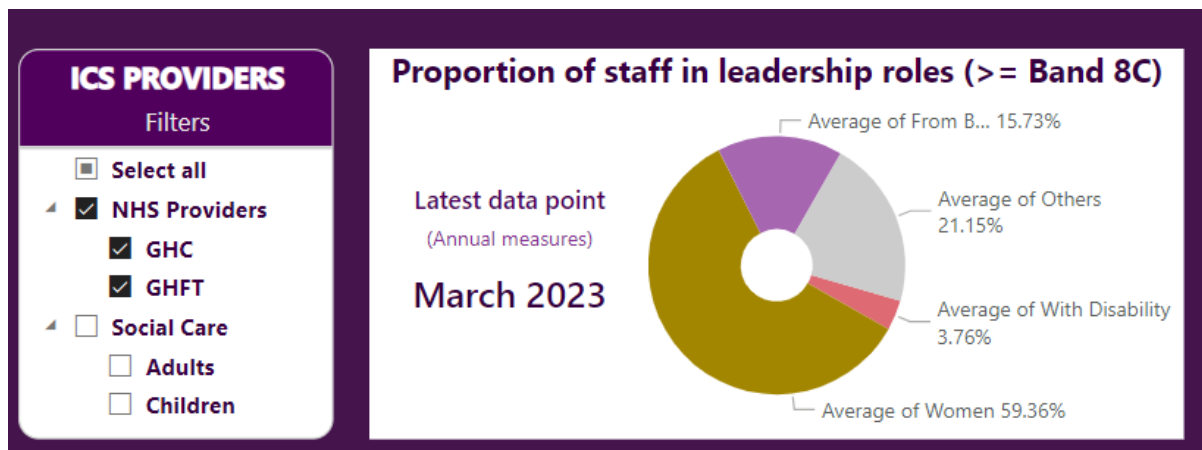 - ☐ GHC
  - ☐ GHFT
- Social Care
  - ☑ Adults
  - ☑ Children

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Average Leavers Rate (%) (From Apr 2022): 13.74, 13.9, 14.8, 14.8, 14.5, 13.7

Average Leavers Rate (%) with <1 yr LOS (From Apr 2022): 14.95, 14.6, 14.0, 15.7, 18.9, 15.0

Average Sickness Rate (%) (From Apr 2022): 3.78, 14.4, 4.0, 3.4, 3.8

Average Vacancy Rate (%) (From Apr 2022): 19.99, 23.5, 23.5, 19.3, 18.5, 18.7, 19.1

Sum of Bank Usage (FTE) (From Apr 2022): 177.19, 172.3, 162.8, 160.8, 258.9, 131.2, 177.2

Sum of Agency Usage (FTE) (From Apr 2022): 185.33, 183.3, 180.3, 193.7, 193.7, 177.0, 185.3

Average Net Change Rate (%) (From Apr 2022): 1.71, -2.9, -2.9, -2.9, -1.6, -1.6, -1.6, 1.2, 1.2, 1.2, 4.5, 4.5, 4.5, 7.3, 7.3, 1.7

Proportion of staff in leadership roles (>= Band 8C)

ICS PROVIDERS — Filters
- Select all
- NHS Providers
  - ☐ GHC
  - ☐ GHFT
- Social Care
  - ☑ Adults
  - ☑ Children

Latest data point (Annual measures) — March 2023
- Average of From BME background 5.16%
- Average of Others 20.24%
- Average of Women 74.6%

Data definitions for the Key Performance Indicators

NHS Leaver Rate (S067a)	
Definition:	The % of staff who have left the NHS during a 12-month period
Purpose:	To monitor staff leaving the NHS to support retention and recruitment programmes.
Data source:	The Electronic Staff Record (ESR)
Inclusive criteria:	Assignment status as 'Acting Up, Active Assignment, Internal Secondment'
Calculation methodology:	(FTE of all staff leaving the NHS during the 12 month period/FTE of all staff in post at the beginning of the 12 month period) *100
Leavers rate with short LOS	
Definition:	Proportion of all staff leaving the NHS that leave within one year (12 month rolling)
Purpose:	To monitor staff sustainability
Data source:	The Electronic Staff Record (ESR)
Required data:	Sum of leavers over the last 12 months data period in FTE
	Sum of leavers over the last 12 months data period in FTE but who have served for less than an year in that assignment
Sickness absence rate (S068a)	
Definition:	% of working hours lost due to sickness absence in a any one month
Purpose:	To monitor the health and wellbeing of NHS staff to support retention and well-being programmes
Data source:	The Electronic Staff Record (ESR)
Inclusive criteria:	Assignment category as 'Acting Up, Active Assignment, Internal Secondment'
Exclusive criteria:	Assignment category as bank, honorary, widow/widower
Calculation methodology:	(FTE Number of Days Sick (including non-working days)/FTE Number of Days available) *100
Joiners and Leavers profile	
Definition:	Proportion of all staff net change (leaving/joining) the NHS each year (12 month total)
Purpose:	To monitor the joiners and leavers net change to help maintain a steady workforce.
Data source:	The Electronic Staff Record (ESR)
Required data:	Sum of staff in post at beginning of the data period in FTE
	Sum of leavers over 12 months data period in FTE
	Sum of starters over 12 months data period in FTE
Vacancy rate	
Definition:	SIP vs Establishment - all staff
Purpose:	To monitor the gap between the planned establishment and the actual staff in post.
Data source:	The Electronic Staff Record (ESR)
Required data:	Sum of establishment - ALL staff in FTE
	Sum of staff in post contracted - ALL staff in FTE
Temporary staffing usage	
Definition:	Sum of temporary staff (both agency and bank) usage in FTE
Purpose:	To monitor the use of temporary staffing to provide required health service
Data source:	??
Required data:	Sum of agency staff used with in the data period in FTE
	Sum of bank staff used with in the data period in FTE

Data definitions for the EDI indicators

Our People (Workforce)

Proportion of staff in leadership role (S071a)	
Definition:	Proportion of staff in senior leadership roles (AfC bands 8c and above, including executive board members) who are from a BME background, Women and with disability groups
Purpose:	To monitor our compliance with Public Sector Equality Duty (PSED), NHS Long Term Plan, NHS People Plan- moral and ethical responsibility to our workforce.
Data source:	Output of annual WRES and WDES collection , ESR
Inclusive criteria:	All AFC staff from Band 8C and above, VSM staff i.e., Board Level Director, Chief Executive, Clinical Director, Clinical Director - Medical, Director of Nursing , Finance Director, Medical Director and Other Executive Director
Calculation methodology:	(Number of staff from BME background / Total number of staff who are 8C and above +VSM) * 100
	(Number of staff who are women / Total number of staff who are 8C and above +VSM) * 100
	(Number of staff with disability/ Total number of staff who are 8C and above +VSM) * 100
Proportion of staff recruited from different background (S---)	
Definition:	WRES – Relative likelihood of white applicants being appointed from shortlisting across all posts compared to BME applicants
	WDES – Relative likelihood of Disabled applicants being appointed from shortlisting compared to non-disabled applicants
Purpose:	To monitor the fair recruitment across the healthcare setting
Data source:	Output of annual WRES and WDES collection , ESR
Calculation methodology:	BME (Total number of BME candidates appointed/ Total number of BME candidates shortlisted)
	White (Total number of White candidates appointed/ Total number of White candidates shortlisted)
	With disability (Total number of candidates with disability appointed/ Total number of candidates with disability shortlisted)
	Without disability (Total number of candidates without disability appointed/ Total number of candidates without disability shortlisted)